



# Carbon Reduction Plan 2025

## Commitment to achieving Net Zero

ANS Group Ltd. is committed to  
achieving Net Zero emissions by 2050.

**Think Bigger.**



# Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year	2022	
Additional details relating to the Baseline Emissions calculations	ANS experienced a full restructure and merger in 2022, this saw the merger of ANS with UKFast and are now known as ANS Group Ltd.	
Baseline year emissions		
Emissions	Total (wCO2e)	
	Location Based	Market Based
Scope 1	1,185.76	1,185.76
Scope 2	5,004.04	0.00
Scope 3 (Included sources)	1,842.7	78.71
Total Emissions	8,032.54	1,264.54

# Current Emissions Reporting

Reporting Year	2024	
Emissions	Total (wCO2e)	
	Location Based	Market Based
Scope 1	924.40	924.40
Scope 2	4649.75	3.18
Scope 3 (Included sources)	3793.75	2265.81
Total Emissions	9367.90	3193.39

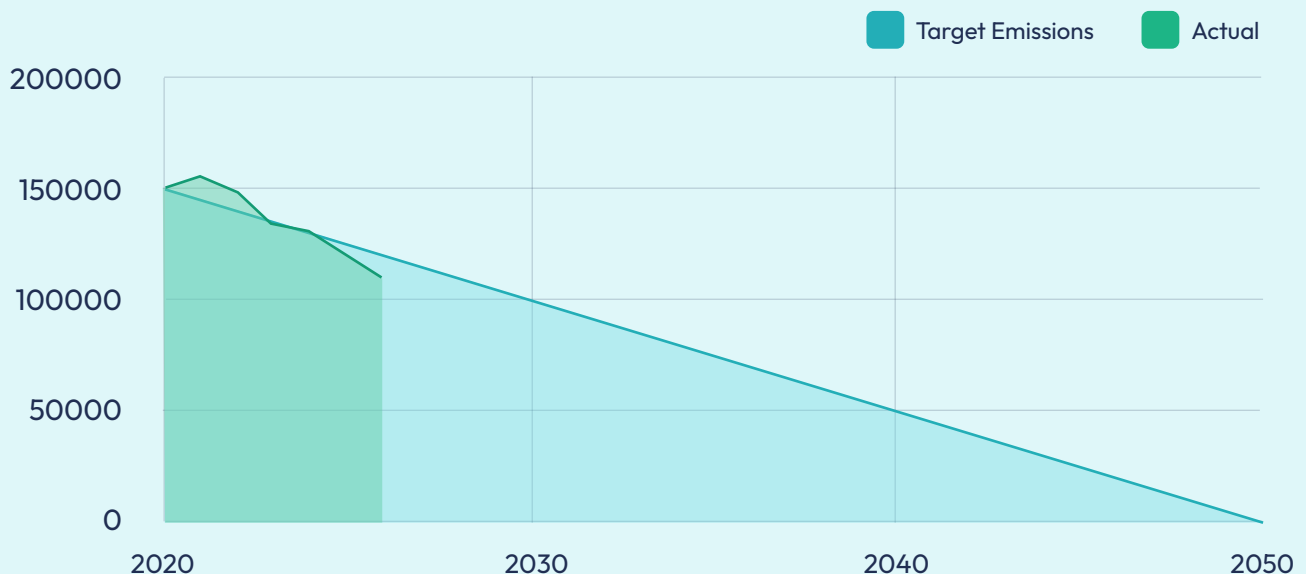
# Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease :

- A 50% reduction in emissions per £M turnover/employee by 2030
- A 90% reduction in emissions per £M turnover/employee by 2045

Progress against these targets can be seen in the graph below:





# Carbon reduction projects

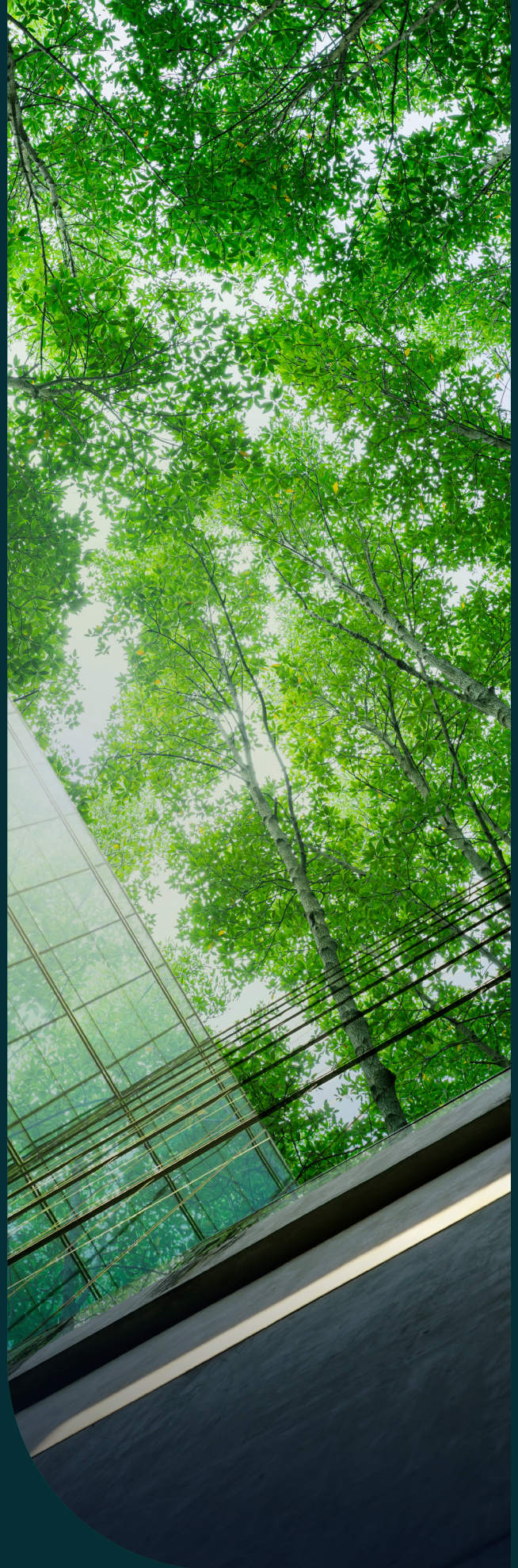
## Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline.

ANS holds the ISO 14001 certification, meaning we have implemented a compliant environmental management system across all ANS sites, this is independently audited by a UKAS accredited auditor bi-annually.

In addition, ANS are also PAS2060 compliant. ANS have appointed Carbon Footprint Ltd, a leading carbon and energy management company, to independently assess our Greenhouse Gas (GHG) emissions in accordance with the UK Government's Environmental Reporting.

This reporting not only supports us in the reduction of our emissions it supports in the continual offsetting of our usage until we achieve net zero.



# Fusion office

**In 2022, we embarked upon a full refurbishment of our 'Fusion' headquarters with our environmental impact being a key part of the refurb plan. Multiple improvements were implemented, and ANS are still seeing the positive impacts of this throughout the reporting, these improvements include:**

## Heating and cooling

- ✓ Removing existing 4 pipe water-based fan coil systems and replacing with efficient Mitsubishi VRF refrigerant system.
- ✓ Reducing our dependency on inefficient gas boilers and air-cooled chiller systems. The current system combined with new controls massively improves temperature control and energy consumption.
- ✓ Reinstated the floor voids with recycled floor tiles, this reduced the overall volume of the building that required heating and cooling.
- ✓ Ceilings were reinstated on the second floor; this dramatically reduced the volume of space to be temperature controlled too.
- ✓ The heating and cooling of the meeting room spaces works on an absence detection meaning when the systems are left on, they will switch off automatically when no movement is detected in the rooms.

- ✓ New supply air and toilet extract systems were installed, using variable speed drives for energy efficiency compared to the original fixed speed pulley systems. Existing primary supply and extract ducting was recycled to deliver the new systems. Ducting systems were lagged to add to energy performance.
- ✓ Local and master controls were provided to floor plates and FM team, the controls include night set back and local temperature monitoring with fixed parameters to reduce energy consumption.
- ✓ Complete new LED lighting was installed throughout the building with integrated control. The lighting is controlled through wireless communication switches reducing the amount of physical control cabling by 90% compared to traditional installations. The control works on absence detection, if no movement is detected then the lighting switches off. This will reduce the electricity consumed and prevent the lighting being used when not required.
- ✓ Lighting within the office areas is also dimmable and during hours of bright sunshine the lighting adjacent to the windows will dim to make use of the natural lighting benefit.
- ✓ The lighting system has incorporated emergency lighting with self-test and monitoring reducing the need for physical maintenance. Lighting systems have local and master controls for the use of staff and FM teams.



- ✓ All electrical switch gear after the main LV panel was replaced with Schneider switchgear which incorporates electrical consumption metering, this allows the business to monitor energy consumption at a much more detailed level. This allows us to separate consumption into general lighting and power, specific items of plant such as the lifts, and mechanical items such as pumps, and boilers.
- ✓ New underfloor power track systems were deployed reducing the amount of physical cabling to deliver the small power to each floor plate.
- ✓ The main entrance doors to the building are automatic open and close controlled via the access control, but another set of automatic doors was installed to create an 'air lock'. The previous installation had a revolving door and standard open doors that allowed all the hot air of the building to escape. The airlock we have created also has overdoor DX heating to prevent the cold air entering the building and keeping our front of house team warm in the colder months of the year.

## Building Fabric

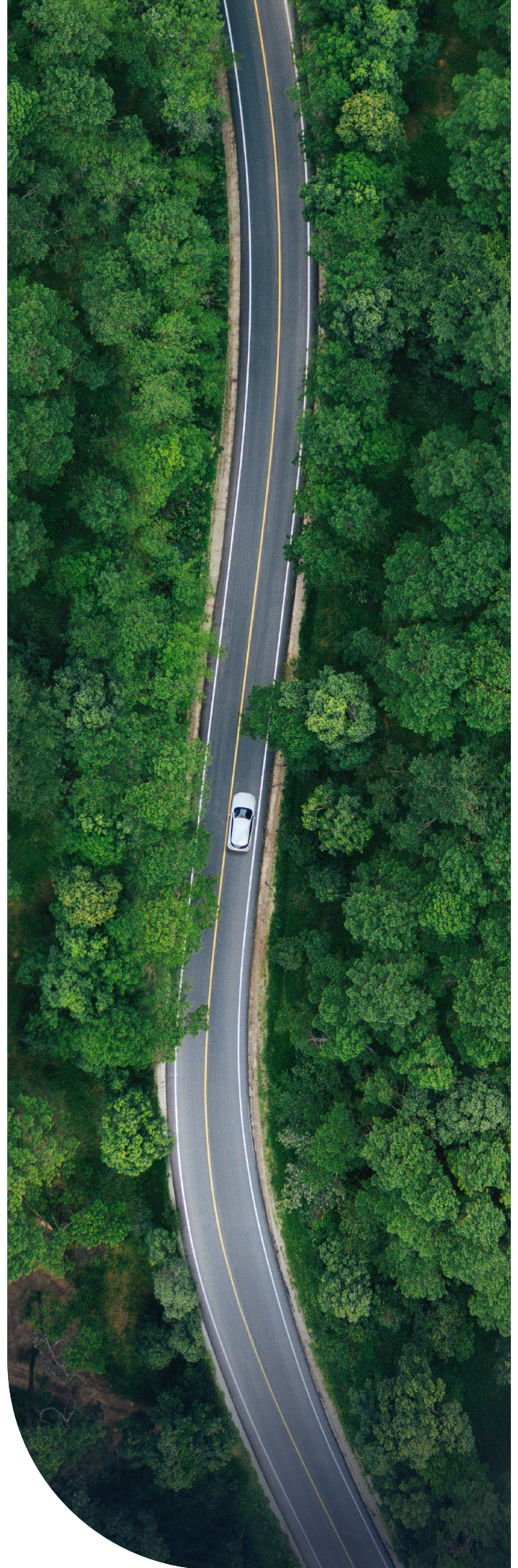
- ✓ The building was taken back to shell and core and refinished, new meeting rooms and vibrant workspaces were created, catering for the needs of the business and employees. The gym was reinstated in a more space efficient layout together with a multipurpose space for yoga and other activities to provide wellbeing facilities for colleagues.
- ✓ Carpets we reinstated to the building to assist with insulation and noise cancellation.
- ✓ Existing mezzanine areas were sealed off to reduce the overall volume of the building.

# Environmental policy

ANS have a strong commitment to the Environment and Sustainability and have many processes and procedures in place. ANS are Certified and Compliant with ISO14001 – Environmental Management and have a full Environmental Policy in addition to being certified for the Carbon Footprint Standard (PAS 2060 Carbon Neutrality).

Our Environmental Policy is overseen by our Board of Directors who are committed to leading a business that understands its impact on the environment and are further committed to establishing clear goals and objectives. This policy is applied across ANS and this is reviewed at minimum annually in addition to whenever the business undergoes significant change.

We believe that going green isn't just another short-lived trend. As part of sustainable procurement, we are committed to protecting the natural world and being socially responsible. From sourcing 100% of our electricity from renewable sources, to reducing the waste arising from commercial activities and increasing the percentage of waste recycled each year, we have instilled eco-friendly practices into everything we do.





## Green Initiative

As part of our 'Green Initiative' we have:

- ✓ Sent over 10 Tonnes of old servers for recycling with all profits going to charity.
- ✓ Relocated data centre cooling equipment in 2022 to reduce the solar gains and save energy.
- ✓ Removed old, inefficient computers so that the majority of staff PCs are now laptops.  
  
Recycle 100% of our WEEE waste using appropriate 3rd party providers.
- ✓ PAS2060 compliant. We appointed Carbon Footprint Ltd, a leading carbon and energy management company, to independently assess our Greenhouse Gas (GHG) emissions in accordance with the UK Government's 'Environmental Reporting Guidelines: Including Streamlined Energy and Carbon Reporting Guidance'.
- ✓ In 2023 we offset 1265 tons of CO2 emissions by supporting the following projects: Cecic Hke Zhangbei Ivnaobao Wind Power Project in China and Jingyuan County 100 MW Solar Power Generation Project in China.

- ✓ In 2024 we offset 1333 tons of CO2 emissions by supporting the Solar Energy Project by SB Energy in India.
- ✓ In 2024 we have removed all diesel off sites.
- ✓ 2024 has seen a further 9% decrease in electricity usage, giving an overall reduction of 19.6% on our baseline year.
- ✓ Cycle to Work scheme available to all employees .
- ✓ Introduced a salary-sacrifice electric car scheme.

## Energy

We expect all our employees to take reasonable measures to conserve energy. The following Energy efficiency measures have already been employed to minimise energy consumption:

- ✓ All office Electrical Equipment is either subject to regular maintenance through specific contract (air conditioning, alarm systems, lighting etc.) or through regular testing (PAT).

Additionally, we carry out effective regular maintenance that ensures that equipment functions at high efficiency which in turn allows for more efficient energy usage:

- ✓ Energy use checks are conducted on regular basis and environmental/energy awareness information is shared with employees on a regular basis.
- ✓ ANS offices and Data centres use 100% renewable electricity.
- ✓ ANS is replacing existing laptop estate with more energy efficient laptops through end-of-life upgrade and encouraging staff to reduce brightness settings on existing laptops.
- ✓ DD Desk phones are redundant as ANS has adopted Teams technology for calls and messaging.
- ✓ Monitors move to automatic standby after 5 minutes of inactivity; change settings for TV's to automatically turn off after 5 minutes of inactivity.

ANS is committed to continuing to migrate to the cloud to reduce an amount of energy used and decrease amount of CO2 produced by data centres activities. But that's not all.





## Supply chain

We also take into consideration the standards and qualification level of those in the supply chain that we chose to work with and/or recommend – the reason being that reliance, stability, ethics and governance all contribute to what is perceived as ‘value’.

At a practical level, we are a proud Mancunian organisation and maintain close relationships with local northern businesses and we value our position as a key contributor to the ‘Northern Powerhouse’.

For our own on-site operation, including the vast array of activities from the secure operations centre to marketing and PR and the support functions, we have contracted with many SMEs and VCSEs and will continue to develop these partnerships as they continue to support our contracts.

Demonstrating the value of these partnerships, advantages include:

- Fewer overheads
- Specialised local knowledge
- Local employment growth opportunities
- Faster decision making and lower costs
- Agile and flexible working
- Innovation
- Smaller market niches
- Reduced carbon footprint
- Less bureaucracy



## Waste Management

Committed to the reduction of all waste arising from our commercial activities, ANS is supporting our partners in their efforts to both reduce the amount of general waste produced and increase the amount of recyclable material in use.

Packaging can be made up of bulky items such as wooden pallets right down to smaller items such as anti-static bags. 75/85% of the packaging employed is recyclable (wooden pallets, cardboard, paper, recyclable marked polystyrene), whilst some of the items that are not recyclable (such as anti-static bags) are reusable.

ANS is dedicated to increase the percentage of waste recycled each year and have included specific targets to achieve this goal included in the Environmental Management programme. All office Electrical Equipment is either subject to regular maintenance through specific contract (air conditioning, alarm systems, lighting etc.) or through regular testing (PAT).

As part of our Environmental Management programme:

- ✓ E•Staff do not have access to 'individual desk bins' therefore all staff must dispose of waste at controlled disposal and recycling points distributed throughout the offices.
- ✓ Each employee is issued with a personal printer code ensuring that the printer process is controlled and reviewed.
- ✓ The cleaners are responsible for classifying the waste pre-disposal (cans, bottles, general waste, plastic-mixed recycled waste, paper and general waste).

- ✓ The Office Manager is responsible for the disposal of confidential paper waste.
- ✓ Any data saved in equipment subject to WEEE disposal is deleted prior to disposal.
- ✓ Where possible electronic equipment is reused by ANS or donated to be reused
- ✓ All light bulbs are fitted and disposed of by service provider qualified electricians. No light bulbs or waste are held onsite. ANS is committed to the use of reusable materials and disposing of our waste responsibly and correctly.
- ✓ Contracted cleaners use environmentally friendly products.
- ✓ ANS uses only rechargeable small batteries.
- ✓ We ensure that WEEE programs are effectively managed and that 100% of the WEEE is disposed of and recycled with authorized suppliers.

As part of our general waste 'Reduce, Reuse, Recycle!' programme, we are committed to:

- Reducing the use of printed paper every year
- Increasing the percentage of waste recycled each year
- Monitoring all our waste and encourage all employees to follow the rule of 'Reduce, Reuse, Recycle' at all times
- Using licensed waste disposal companies for all our waste, including local waste service



## Transport

Reducing our fuel and carbon emissions:

- ANS participate in and support the Government sponsored “Cycle to Work” scheme
- Staff are encouraged to Car Share and use public transport
- Video conferencing tools and a work from home scheme are available to avoid unnecessary travel
- We provide an Electric Car Scheme

## Environmental awareness and training

At ANS we believe that Environmental awareness is a topic that everyone needs to consider more seriously both at work and at home.

All of our day to day activities will impact the environment to some extent, great or small. Hence, we implemented mandatory once a year training for all employees that talk about the environmental issues we face and how you can ensure that your work practices at ANS don't put our air, water and land in danger. The training covers the following areas:

- Environmental Aspects and Impacts
- Employees responsibilities
- Environmental Policy
- Waste Disposal
- Travel and Transport
- How ANS helps employees reduce their carbon footprint
- CSR
- Certification

# Data centres

**In 2022 we moved all our Data Centre lighting to LED, saving 50% in energy use. We also relocated data centre cooling equipment to reduce the solar gains and save energy. All of staff PCs are now laptops and we've removed old, inefficient computers from use.**

**We report our data centre energy use to TechUK and through our efficiency receive reductions in the climate change levy part of our electric bill.**

## Governance

To ensure that there is constant improvement and focus on our environmental and sustainability strategy we have established an ESG SteerCo chaired by our Chief People Officer. The committee is formed from leaders from finance, compliance, facilities and the People team with progress reported to the Board.



# Declaration and sign off

ANS have a strong commitment to the Environment and Sustainability and have many processes and procedures in place. ANS are Certified and Compliant with ISO14001 – Environmental Management and have a full Environmental Policy in addition to being certified for the Carbon Footprint Standard (PAS 2060 Carbon Neutrality).

Our Environmental Policy is overseen by our Board of Directors who are committed to leading a business that understands its impact on the environment and are further committed to establishing clear goals and objectives. This policy is applied across ANS and this is reviewed at minimum annually in addition to whenever the business undergoes significant change.

We believe that going green isn't just another short-lived trend. As part of sustainable procurement, we are committed to protecting the natural world and being socially responsible. From sourcing 100% of our electricity from renewable sources, to reducing the waste arising from commercial activities and increasing the percentage of waste recycled each year, we have instilled eco-friendly practices into everything we do.

The Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>3</sup> and uses the appropriate Government emission conversion factors for greenhouse gas and company reporting<sup>4</sup>.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard<sup>5</sup>.

**This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).**

**Signed on behalf of the Supplier:**

**Toria Walters**  
Chief People Officer

**Date:** 3rd April 2025

<sup>1</sup><https://ghgprotocol.org/corporate-standard>

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>3</sup><https://ghgprotocol.org/standards/scope-3-standard>